Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		317 996	366 689	354 309	509 292	510 292	508 496	693 242	736 049	782 915
Pension and UIF Contributions		27 044	16 969	29 782	40 027	40 027	34 581	25 300	27 332	28 609
Medical Aid Contributions		7 539	8 064	11 208	11 943	11 943	10 182	9 822	10 659	11 095
Motor Vehicle Allowance		61 931	45 654	64 647	71 505	71 505	71 151	56 376	59 926	63 544
Cellphone Allowance		3 339	4 253	6 440	14 833	14 833	14 735	30 840	33 127	35 291
Housing Allowances		23 308	26 892	32 815	32 517	32 517	32 309	43 154	46 122	49 250
Other benefits and allowances		10 220	11 626	13 675	11 035	11 035	11 035	14 387	15 628	16 636
Sub Total - Councillors		451 378	480 147	512 877	691 152	692 152	682 489	873 121	928 843	987 340
% increase	4		6.4%	6.8%	34.8%	0.1%	(1.4%)	27.9%	6.4%	6.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		86 854	143 472	104 945	239 826	305 218	228 901	220 176	242 175	258 335
Pension and UIF Contributions		3 156	4 225	6 213	9 848	11 210	9 143	22 156	23 866	25 376
Medical Aid Contributions		623	756	1 000	1 930	2 013	1 848	2 765	3 075	3 285
Overtime								123	130	137
Performance Bonus		1 823	7 539	2 666	17 456	25 013	15 423	16 555	18 562	19 817
Motor Vehicle Allowance		8 234	9 238	12 465	13 143	15 974	12 805	13 942	15 054	15 962
Cellphone Allowance		709	656	779	2 479	3 459	2 207	1 641	1 714	1 821
Housing Allowances		18	451	451	191	361	149	1 018	1 124	1 199
Other benefits and allowances		6 744	5 954	6 153	4 139	3 617	3 859	7 023	7 117	7 563
Payments in lieu of leave				237	2 377	4 754	1 783	3 304	3 532	3 772
Long service awards				(1)						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		108 161	172 291	134 908	291 390	371 618	276 117	288 702	316 349	337 268
% increase	4		59.3%	(21.7%)	116.0%	27.5%	(25.7%)	4.6%	9.6%	6.6%
Other Municipal Staff										
Basic Salaries and Wages		16 012 754	16 504 058	17 770 075	22 592 763	22 321 405	22 032 300	32 871 894	35 750 893	38 581 291
Pension and UIF Contributions		2 859 383	2 963 707	4 307 652	4 221 759	4 391 970	4 389 055	5 984 878	6 434 609	6 911 182
Medical Aid Contributions		1 292 015	1 504 266	1 502 126	2 029 618	1 961 121	1 920 912	2 950 085	3 204 559	3 456 900
Overtime		1 285 753	1 411 225	1 805 507	1 628 637	1 767 288	2 020 794	2 531 274	2 776 253	3 048 272
Performance Bonus		2 245	1 800	1 189	135 799	153 534	152 462	586 721	623 429	668 173
Motor Vehicle Allowance		680 523	934 654	1 166 182	1 308 030	1 026 097	1 037 072	1 603 849	1 713 129	1 818 428
Cellphone Allowance		49 548	53 941	17 549	66 378	288 580	290 511	78 476	83 256	88 319
Housing Allowances		58 810	102 790	162 436	236 369	200 247	191 035	323 004	348 495	374 580
Other benefits and allowances		1 028 633	974 069	1 010 704	1 468 736	1 455 770	1 460 267	1 516 001	1 702 822	1 813 368
Payments in lieu of leave		175 461	172 462	410 219	281 867	288 540	290 119	698 045	757 902	812 450
Long service awards		62 198	(72 062)	18 089	116 806	117 882	117 538	194 413	209 915	227 423
Post-retirement benefit obligations		533 317	538 341	99 172	476 240	468 240	468 240	815 745	863 807	897 976
Sub Total - Other Municipal Staff		24 040 638	25 089 252	28 270 899	34 563 003	34 440 674	34 370 305	50 154 384	54 469 070	58 698 362
% increase	4		4.4%	12.7%	22.3%	(0.4%)	(0.2%)	45.9%	8.6%	7.8%
Total Parent Municipality		24 600 176	25 741 690	28 918 684	35 545 544	35 504 444	35 328 911	51 316 207	55 714 262	60 022 969
% increase	4		4.6%	12.3%	22.9%	(0.1%)	(0.5%)	45.3%	8.6%	7.7%
Board Members of Entities										
Basic Salaries and Wages		4 096	5 660	5 597	6 311	7 276	7 276	11 035	11 368	12 931
Pension and UIF Contributions		246	550	571	685	685	685			
Medical Aid Contributions		86	343	356	427	427	427			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		171	780	810	971	971	971			
Cellphone Allowance		29	91	95	113	113	113			
Housing Allowances										
Other benefits and allowances		349	510	591	534	534	534			
Board Fees		21 831	20 709	21 030	26 017	25 446	25 206	31 568	32 511	35 381
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		26 808	28 643	29 051	35 057	35 452	35 212	42 603	43 880	48 312
% increase	4		6.8%	1.4%	20.7%	1.1%	(0.7%)	21.0%	3.0%	10.1%
Senior Managers of Entities										
Basic Salaries and Wages		82 193	67 908	83 918	120 741	115 086	115 086	150 578	163 659	175 601
Pension and UIF Contributions		6 036	5 262	6 395	7 898	7 409	7 456	11 966	12 698	13 564
Medical Aid Contributions		2 001	1 717	2 087	3 053	2 651	2 650	3 284	1 976	3 537
Overtime		42		1 483	27					
Performance Bonus		3 898	4 253	3 867	5 754	5 784	5 715	9 388	3 736	9 053
Motor Vehicle Allowance		2 665	3 837	2 930	6 588	5 845	5 845	5 821	3 441	6 387
Cellphone Allowance		503	423	764	1 806	477	519	643	374	667
Housing Allowances		163	175	84	360	293	293	55	46	49
Other benefits and allowances		5 270	1 487	1 549	1 513	1 520	1 911	2 234	1 768	1 698
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		102 771	85 062	103 076	147 741	139 066	139 475	183 968	187 698	210 558
% increase	4		(17.2%)	21.2%	43.3%	(5.9%)	0.3%	31.9%	2.0%	12.2%
Other Staff of Entities										
Basic Salaries and Wages		2 483 920	2 636 553	2 725 431	3 136 271	3 191 034	3 193 097	3 867 567	4 206 604	4 514 837
Pension and UIF Contributions		321 571	376 802	436 446	528 872	539 838	539 838	618 091	667 959	716 083
Medical Aid Contributions		173 572	211 492	239 594	283 376	288 088	288 088	318 638	338 291	361 349
Overtime		270 117	227 438	229 909	263 942	274 865	275 059	279 939	301 223	323 687
Performance Bonus		36 943	116 834	80 239	121 325	120 425	120 425	140 173	150 748	164 894
Motor Vehicle Allowance		102 139	117 915	155 854	140 668	143 292	143 292	148 112	158 070	170 181
Cellphone Allowance		6 320	13 082	22 683	9 535	9 987	9 987	18 623	19 926	21 136
Housing Allowances		18 750	14 143	58 932	28 208	28 437	28 437	29 317	31 516	34 381
Other benefits and allowances		322 395	430 821	436 148	487 492	492 093	492 093	502 401	511 328	501 528
Payments in lieu of leave		6 859	(714)	9 308	11 781	11 891	11 891	19 900	21 215	22 037
Long service awards								637	675	688
Post-retirement benefit obligations		2 198	2 205	3 437	1 061	3 740	3 740	3 767	4 096	4 358
Sub Total - Other Staff of Entities		3 744 785	4 146 570	4 397 981	5 012 531	5 103 690	5 105 947	5 947 164	6 411 651	6 835 158
% increase	4		10.7%	6.1%	14.0%	1.8%		16.5%	7.8%	6.6%
Total Municipal Entities		3 874 364	4 260 275	4 530 107	5 195 329	5 278 207	5 280 633	6 173 734	6 643 228	7 094 029
TOTAL SALARY, ALLOWANCES & BENEFITS		28 474 540	30 001 965	33 448 792	40 740 873	40 782 651	40 609 545	57 489 941	62 357 489	67 116 998
% increase	4		5.4%	11.5%	21.8%	0.1%	(0.4%)	41.6%	8.5%	7.6%
TOTAL MANAGERS AND STAFF	5	27 996 354	29 493 175	32 906 864	40 014 664	40 055 048	39 891 844	56 574 217	61 384 766	66 081 346

Eastern Cape: Buffalo City(BUF) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		27 566	29 335	30 991	33 999	33 999	33 999	36 515	38 961	41 533
Pension and UIF Contributions		2 833	3 047	3 306	3 495	3 495	3 495	3 754	4 005	4 270
Medical Aid Contributions		1 368	1 539	1 783	1 987	1 987	1 987	2 134	2 277	2 427
Motor Vehicle Allowance		10 796	11 247	11 682	13 412	13 412	13 412	14 405	15 370	16 384
Cellphone Allowance				2 147	2 279	2 279	2 279	2 447	2 611	2 784
Housing Allowances		2 525	2 515	2 847	2 927	2 927	2 927	3 144	3 355	3 576
Other benefits and allowances				1 465						
Sub Total - Councillors		45 088	47 682	54 220	58 099	58 099	58 099	62 398	66 579	70 973
% increase	4		5.8%	13.7%	7.2%			7.4%	6.7%	6.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 537	4 086	5 998	12 192	12 192	12 192	13 873	15 412	16 590
Pension and UIF Contributions		667	662	1 166	2 216	2 216	2 216	2 701	2 844	3 061
Medical Aid Contributions		103	94	136	262	262	262	255	282	304
Overtime										
Performance Bonus										
Motor Vehicle Allowance		808	755	1 370	2 630	2 630	2 630	2 974	3 293	3 545
Cellphone Allowance				195	414	414	414			
Housing Allowances			2	1				469	519	559
Other benefits and allowances		959	1 188	1 559	2 202	2 202	2 202	3 002	2 733	2 942
Payments in lieu of leave				237						
Long service awards				(1)						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 074	6 788	10 659	19 916	19 916	19 916	23 273	25 084	27 001
% increase	4		11.8%	57.0%	86.8%			16.9%	7.8%	7.6%
Other Municipal Staff										
Basic Salaries and Wages		654 048	746 575	790 429	915 776	890 776	890 776	1 040 488	1 152 138	1 240 175
Pension and UIF Contributions		126 960	134 721	146 286	173 710	173 710	173 710	198 248	219 694	236 486
Medical Aid Contributions		46 769	52 819	60 245	84 028	84 028	84 028	93 096	103 097	110 977
Overtime		80 707	107 200	132 481	71 801	71 801	71 801	73 819	81 750	87 998
Performance Bonus										
Motor Vehicle Allowance		17 823	19 718	20 569	29 703	29 703	29 703	33 980	37 631	40 507
Cellphone Allowance					3 862	3 862	3 862	4 392	4 864	5 235
Housing Allowances		3 219	3 505	11 858	13 739	13 739	13 739	17 020	18 804	20 241
Other benefits and allowances		162 063	116 479	127 080	177 432	177 432	177 432	202 137	224 489	241 647
Payments in lieu of leave		22 094	29 230	34 477	16 121	16 121	16 121	18 327	20 296	21 848
Long service awards		14 840	16 270	18 114	18 831	18 831	18 831	21 399	23 697	25 509
Post-retirement benefit obligations					6 148	6 148	6 148	7 143	7 910	8 515
Sub Total - Other Municipal Staff		1 128 523	1 226 518	1 341 541	1 511 153	1 486 153	1 486 153	1 710 048	1 894 370	2 039 137
% increase	4		8.7%	9.4%	12.6%	(1.7%)		15.1%	10.8%	7.6%
Total Parent Municipality		1 179 684	1 280 988	1 406 421	1 589 167	1 564 167	1 564 167	1 795 719	1 986 033	2 137 111
% increase	4		8.6%	9.8%	13.0%	(1.6%)		14.8%	10.6%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		174	665		566	561	561	850	850	850
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		174	665		566	561	561	850	850	850
% increase	4		283.4%	(100.0%)		(0.9%)		51.5%		
Senior Managers of Entities										
Basic Salaries and Wages					5 580	4 801	4 801	4 881	5 219	5 579
Pension and UIF Contributions						475	475	523	557	592
Medical Aid Contributions										
Overtime										
Performance Bonus					135			528	581	618
Motor Vehicle Allowance								408	408	408
Cellphone Allowance					74					
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					5 790	5 275	5 275	6 339	6 765	7 198
% increase	4					(8.9%)		20.2%	6.7%	6.4%
Other Staff of Entities										
Basic Salaries and Wages					6 322	3 984	3 984	7 277	7 750	8 255
Pension and UIF Contributions						386	386	732	779	829
Medical Aid Contributions										
Overtime										
Performance Bonus					22			315	813	866
Motor Vehicle Allowance								126	126	126
Cellphone Allowance					91					
Housing Allowances										
Other benefits and allowances								173	205	220
Payments in lieu of leave								216	259	279
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					6 435	4 370	4 370	8 839	9 933	10 574
% increase	4					(32.1%)		102.3%	12.4%	6.5%
Total Municipal Entities		174	665		12 791	10 207	10 207	16 028	17 548	18 622
TOTAL SALARY, ALLOWANCES & BENEFITS		1 179 858	1 281 653	1 406 421	1 601 959	1 574 374	1 574 374	1 811 748	2 003 580	2 155 733
% increase	4		8.6%	9.7%	13.9%	(1.7%)		15.1%	10.6%	7.6%
TOTAL MANAGERS AND STAFF	5	1 134 596	1 233 305	1 352 201	1 543 294	1 515 714	1 515 714	1 748 500	1 936 152	2 083 910

Eastern Cape: Nelson Mandela Bay(NMA) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					66 234	66 234	66 234	66 234	70 540	75 125
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					3 771	3 771	3 771	3 771	4 073	4 398
Housing Allowances										
Other benefits and allowances					432	432	432	432	467	504
Sub Total - Councillors					70 438	70 438	70 438	70 438	75 079	80 027
% increase	4								6.6%	6.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					22 658	22 658	22 658	22 658	24 448	26 379
Pension and UIF Contributions					19	19	19	19	20	22
Medical Aid Contributions										
Overtime										
Performance Bonus					2 855	2 855	2 855	2 855	3 083	3 330
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					12	12	12	12	13	14
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					25 543	25 543	25 543	25 543	27 564	29 745
% increase	4								7.9%	7.9%
Other Municipal Staff										
Basic Salaries and Wages					1 719 659	1 719 659	1 719 659	1 719 659	1 869 283	2 021 924
Pension and UIF Contributions					276 274	276 274	276 274	276 274	298 406	322 307
Medical Aid Contributions					150 107	150 107	150 107	150 107	162 118	175 106
Overtime					150 334	150 334	150 334	150 334	163 690	177 374
Performance Bonus					112 893	112 893	112 893	165 926	173 443	187 420
Motor Vehicle Allowance					68 404	68 404	68 404	68 404	74 171	79 631
Cellphone Allowance					58	58	58	58	62	66
Housing Allowances					32 067	32 067	32 067	32 067	34 228	37 394
Other benefits and allowances					132 517	132 517	132 517	59 925	64 769	70 021
Payments in lieu of leave					23 618	23 618	23 618	23 618	25 507	27 548
Long service awards					72 592	72 592	72 592	72 592	77 584	84 613
Post-retirement benefit obligations					76 248	76 248	76 248	76 248	82 348	88 936
Sub Total - Other Municipal Staff					2 814 772	2 814 772	2 814 772	2 795 213	3 025 609	3 272 338
% increase	4							(0.7%)	8.2%	8.2%
Total Parent Municipality					2 910 753	2 910 753	2 910 753	2 891 194	3 128 252	3 382 110
% increase	4							(0.7%)	8.2%	8.1%
Board Members of Entities										
Basic Salaries and Wages								500	530	562
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								500	530	562
% increase	4								6.0%	6.0%
Senior Managers of Entities										
Basic Salaries and Wages								7 299	9 742	10 830
Pension and UIF Contributions								2 229	2 609	2 765
Medical Aid Contributions								592	638	676
Overtime										
Performance Bonus								1 498	1 613	1 710
Motor Vehicle Allowance								100	100	100
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								11 718	14 701	16 082
% increase	4								25.5%	9.4%
Other Staff of Entities										
Basic Salaries and Wages								7 033	7 229	7 662
Pension and UIF Contributions								1 782	1 950	2 067
Medical Aid Contributions								962	1 037	1 099
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								9 777	10 215	10 828
% increase	4								4.5%	6.0%
Total Municipal Entities								21 995	25 447	27 472
TOTAL SALARY, ALLOWANCES & BENEFITS					2 910 753	2 910 753	2 910 753	2 913 189	3 153 699	3 409 582
% increase	4							0.1%	8.3%	8.1%
TOTAL MANAGERS AND STAFF	5				2 840 315	2 840 315	2 840 315	2 842 251	3 078 090	3 328 993

Free State: Mangaung(MAN) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					36 538	36 538	36 538	57 758	61 744	65 942
Pension and UIF Contributions					3 781	3 781	3 781	273	292	311
Medical Aid Contributions					534	534	534	101	108	115
Motor Vehicle Allowance					12 189	12 189	12 189	1 805	1 930	2 061
Cellphone Allowance					2 751	2 751	2 751	258	276	295
Housing Allowances					150	150	150	5	5	5
Other benefits and allowances										
Sub Total - Councillors					55 943	55 943	55 943	60 200	64 353	68 729
% increase	4							7.6%	6.9%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					19 927	19 927	19 927	16 587	17 732	18 937
Pension and UIF Contributions					1 642	1 642	1 642	1 973	2 109	2 253
Medical Aid Contributions					389	389	389	496	531	567
Overtime										
Performance Bonus					4 261	4 261	4 261	4 171	4 459	4 762
Motor Vehicle Allowance					2 288	2 288	2 288	1 603	1 714	1 830
Cellphone Allowance					201	201	201	192	205	219
Housing Allowances										
Other benefits and allowances					274	274	274	1 491	1 593	1 702
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					28 981	28 981	28 981	26 513	28 343	30 270
% increase	4							(8.5%)	6.9%	6.8%
Other Municipal Staff										
Basic Salaries and Wages					964 121	892 314	892 314	799 668	854 846	912 975
Pension and UIF Contributions					170 353	149 665	149 665	140 246	149 923	160 118
Medical Aid Contributions					107 853	89 962	89 962	83 084	88 817	94 856
Overtime					48 455	137 206	137 206	60 708	64 897	69 310
Performance Bonus					8 428	7 046	7 046	12 709	13 586	14 510
Motor Vehicle Allowance					90 855	92 567	92 567	84 955	90 816	96 992
Cellphone Allowance					3 577	3 473	3 473	2 466	2 636	2 816
Housing Allowances					22 019	12 276	12 276	7 870	8 413	8 985
Other benefits and allowances					125 932	123 850	123 850	116 065	124 074	132 511
Payments in lieu of leave					19 985	19 985	19 985	21 291	22 760	24 308
Long service awards					4 945	6 021	6 021	5 214	5 573	5 952
Post-retirement benefit obligations					39 873	39 873	39 873	40 924	43 747	46 722
Sub Total - Other Municipal Staff					1 606 396	1 574 239	1 574 239	1 375 200	1 470 089	1 570 055
% increase	4					(2.0%)		(12.6%)	6.9%	6.8%
Total Parent Municipality					1 691 321	1 659 164	1 659 164	1 461 913	1 562 785	1 669 054
% increase	4					(1.9%)		(11.9%)	6.9%	6.8%
Board Members of Entities										
Basic Salaries and Wages					1 637	1 637	1 637	1 751	1 891	2 062
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities					1 637	1 637	1 637	1 751	1 891	2 062
% increase	4							7.0%	8.0%	9.0%
Senior Managers of Entities										
Basic Salaries and Wages					10 851	10 851	10 851	11 280	11 975	12 349
Pension and UIF Contributions					174	174	174	13	13	14
Medical Aid Contributions					82	82	82	366	388	396
Overtime										
Performance Bonus										
Motor Vehicle Allowance					473	473	473	475	503	513
Cellphone Allowance					108	108	108	112	119	121
Housing Allowances										
Other benefits and allowances					14	14	14	15	16	18
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					11 702	11 702	11 702	12 262	13 014	13 410
% increase	4							4.8%	6.1%	3.0%
Other Staff of Entities										
Basic Salaries and Wages					92 575	92 575	92 575	183 985	205 743	221 810
Pension and UIF Contributions					10 095	10 095	10 095	27 886	27 140	29 955
Medical Aid Contributions					8 627	8 627	8 627	26 001	24 979	27 926
Overtime					9 753	9 753	9 753	9 397	9 952	10 121
Performance Bonus								13 316	13 039	14 308
Motor Vehicle Allowance					7 176	7 176	7 176	15 662	15 388	16 180
Cellphone Allowance					622	622	622	752	717	809
Housing Allowances					1 816	1 816	1 816	1 163	1 232	1 249
Other benefits and allowances					2 416	2 416	2 416	2 680	2 896	3 157
Payments in lieu of leave								8 071	8 547	8 547
Long service awards								637	675	688
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					133 081	133 081	133 081	289 550	310 309	334 751
% increase	4							117.6%	7.2%	7.9%
Total Municipal Entities					146 419	146 419	146 419	303 563	325 215	350 222
TOTAL SALARY, ALLOWANCES & BENEFITS					1 837 740	1 805 583	1 805 583	1 765 476	1 888 000	2 019 277
% increase	4					(1.7%)		(2.2%)	6.9%	7.0%
TOTAL MANAGERS AND STAFF	5				1 780 160	1 748 003	1 748 003	1 703 525	1 821 755	1 948 486

Gauteng: Ekurhuleni Metro(EKU) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		50 089	50 469	50 275	64 682	64 682	62 967	72 659	77 672	82 954
Pension and UIF Contributions		7 366	7 424	7 386	9 405	9 405	3 959	4 062	4 342	4 638
Medical Aid Contributions		2 105	2 095	2 096	3 358	3 358	1 597	1 813	1 938	2 070
Motor Vehicle Allowance		10 459	11 359	11 719	14 271	14 271	13 799	6 345	6 783	7 244
Cellphone Allowance		3 339	4 253	4 252	5 702	5 702	5 558	5 670	6 061	6 473
Housing Allowances		20 783	24 377	29 968	29 136	29 136	28 928	39 767	42 511	45 402
Other benefits and allowances										
Sub Total - Councillors		94 141	99 977	105 696	126 553	126 553	116 809	130 316	139 308	148 781
% increase	4		6.2%	5.7%	19.7%		(7.7%)	11.6%	6.9%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			43 760		50 375	120 751	45 282	52 435	56 053	59 865
Pension and UIF Contributions					1 590	3 180	1 192	1 079	1 153	1 232
Medical Aid Contributions					63	126	47	96	103	110
Overtime										
Performance Bonus			4 558		7 556	15 113	5 667	4 486	4 796	5 122
Motor Vehicle Allowance					2 831	5 662	2 123	1 785	1 908	2 037
Cellphone Allowance					1 020	2 040	765	970	1 037	1 107
Housing Allowances					170	340	128	127	136	145
Other benefits and allowances			1 823		3	5	2			
Payments in lieu of leave					2 377	4 754	1 783	2 451	2 620	2 799
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			50 142		65 985	151 970	56 989	63 429	67 806	72 417
% increase	4			(100.0%)		130.3%	(62.5%)	11.3%	6.9%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		3 597 216	3 603 191	3 930 115	4 252 178	3 987 307	3 889 497	4 531 755	4 770 829	5 066 120
Pension and UIF Contributions		658 631	688 874	718 555	836 297	834 250	890 604	1 032 120	1 103 336	1 178 363
Medical Aid Contributions		250 279	354 350	668 413	453 051	372 409	357 038	425 203	454 543	485 451
Overtime		471 338	512 118	638 657	409 439	410 096	402 919	472 500	505 103	539 450
Performance Bonus										
Motor Vehicle Allowance			203 779	208 394	220 225	214 564	216 371	253 791	271 303	289 752
Cellphone Allowance		13 589	16 833	17 384	16 108	14 098	15 855	17 539	18 749	20 024
Housing Allowances			42 144	57 074	58 975	58 085	57 942	73 834	78 929	84 296
Other benefits and allowances		11 024	31 070			3 628				
Payments in lieu of leave		112 943	100 916	105 370	183 520	178 766	180 308	228 465	244 229	260 837
Long service awards		46 364	(89 109)	(5 541)	19 671	19 671	19 327	20 851	22 290	23 805
Post-retirement benefit obligations		270 751	73 042					10 903	11 656	12 448
Sub Total - Other Municipal Staff		5 432 135	5 537 209	6 338 421	6 449 463	6 092 873	6 029 861	7 066 963	7 480 967	7 960 547
% increase	4		1.9%	14.5%	1.8%	(5.5%)	(1.0%)	17.2%	5.9%	6.4%
Total Parent Municipality		5 526 277	5 687 328	6 444 117	6 642 001	6 371 396	6 203 659	7 260 708	7 688 080	8 181 744
% increase	4		2.9%	13.3%	3.1%	(4.1%)	(2.6%)	17.0%	5.9%	6.4%
Board Members of Entities										
Basic Salaries and Wages								6 408	6 408	7 608
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees								2 880	3 053	3 236
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								9 288	9 461	10 844
% increase	4								1.9%	14.6%
Senior Managers of Entities										
Basic Salaries and Wages								19 414	20 710	22 094
Pension and UIF Contributions								3 153	3 375	3 613
Medical Aid Contributions								308	326	346
Overtime										
Performance Bonus								1 070	1 134	1 202
Motor Vehicle Allowance								1 532	1 635	1 744
Cellphone Allowance								163	173	184
Housing Allowances								44	46	49
Other benefits and allowances								914	970	1 028
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								26 597	28 369	30 260
% increase	4								6.7%	6.7%
Other Staff of Entities										
Basic Salaries and Wages								157 431	169 319	187 312
Pension and UIF Contributions								47 072	58 697	66 495
Medical Aid Contributions								1 317	1 422	1 536
Overtime								16 695	19 644	25 297
Performance Bonus								15 551	19 362	24 435
Motor Vehicle Allowance								5 101	6 098	9 010
Cellphone Allowance								110	118	127
Housing Allowances								2 230	2 415	3 475
Other benefits and allowances								64 104	71 498	54 199
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								309 612	348 573	371 886
% increase	4								12.6%	6.7%
Total Municipal Entities								345 497	386 403	412 990
TOTAL SALARY, ALLOWANCES & BENEFITS		5 526 277	5 687 328	6 444 117	6 642 001	6 371 396	6 203 659	7 606 205	8 074 483	8 594 734
% increase	4		2.9%	13.3%	3.1%	(4.1%)	(2.6%)	22.6%	6.2%	6.4%
TOTAL MANAGERS AND STAFF	5	5 432 135	5 587 350	6 338 421	6 515 448	6 244 843	6 086 850	7 466 601	7 925 715	8 435 109

Gauteng: City Of Johannesburg(JHB) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		90 816	127 500	101 554	118 703	118 703	118 703	125 791	133 349	142 029
Pension and UIF Contributions		10 691		12 309	18 190	18 190	18 190	10 558	11 192	11 864
Medical Aid Contributions				3 333	2 494	2 494	2 494	1 909	2 024	2 146
Motor Vehicle Allowance		19 131		16 691	12 789	12 789	12 789	7 535	7 989	8 470
Cellphone Allowance					330	330	330	12 263	12 999	13 779
Housing Allowances					304	304	304	238	252	267
Other benefits and allowances					889	889	889	2 397	2 541	2 693
Sub Total - Councillors		120 639	127 500	133 887	153 699	153 699	153 699	160 691	170 346	181 248
% increase	4		5.7%	5.0%	14.8%			4.5%	6.0%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		17 513	22 814	22 764	52 246	50 786	50 786	46 865	56 238	59 501
Pension and UIF Contributions		715	1 607	1 839	2 435	2 207	2 207	1 852	2 329	2 483
Medical Aid Contributions		168	141	244	502	502	502	369	505	535
Overtime										
Performance Bonus		724	1 497	879	1 482	1 482	1 482	1 489	2 458	2 613
Motor Vehicle Allowance		545	610	1 108	2 573	2 573	2 573	2 579	2 868	3 000
Cellphone Allowance		7	7	8	8	8	8	36	8	9
Housing Allowances		18	449	450	21	21	21		23	24
Other benefits and allowances		3 240	595	706	944	419	419	272	421	435
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		22 929	27 719	27 998	60 211	57 998	57 998	53 462	64 850	68 600
% increase	4		20.9%	1.0%	115.1%	(3.7%)		(7.8%)	21.3%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		2 987 782	3 163 935	3 340 921	3 714 155	3 788 885	3 788 885	4 439 225	5 283 679	5 873 279
Pension and UIF Contributions		375 154	494 189	606 810	492 024	497 382	497 382	543 377	580 055	619 662
Medical Aid Contributions		246 374	269 786	300 667	303 225	305 794	305 794	332 055	365 957	389 097
Overtime		62 022	70 146	65 864	249 436	193 053	193 053	231 638	250 244	266 330
Performance Bonus		1 999	1 444	876	1 676	1 676	1 676	1 672	1 802	1 927
Motor Vehicle Allowance		200 530	213 954	267 175	286 908	295 490	295 490	323 777	353 228	375 040
Cellphone Allowance		5	17	165	19	19	19	20	21	22
Housing Allowances		14 645	13 649	18 937	21 013	21 227	21 227	22 979	25 601	27 288
Other benefits and allowances		478 103	486 055	479 415	599 574	603 444	603 444	663 314	777 214	818 422
Payments in lieu of leave		27 373	27 316	25 753	20 885	32 312	32 312	21 778	31 533	33 613
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		4 393 988	4 740 492	5 106 583	5 688 916	5 739 283	5 739 283	6 579 835	7 669 333	8 404 680
% increase	4		7.9%	7.7%	11.4%	0.9%		14.6%	16.6%	9.6%
Total Parent Municipality		4 537 556	4 895 710	5 268 468	5 902 826	5 950 980	5 950 980	6 793 988	7 904 529	8 654 528
% increase	4		7.9%	7.6%	12.0%	0.8%		14.2%	16.3%	9.5%
Board Members of Entities										
Basic Salaries and Wages		4 096	5 660	5 597	4 674	5 639	5 639	2 376	2 539	2 700
Pension and UIF Contributions		246	550	571	685	685	685			
Medical Aid Contributions		86	343	356	427	427	427			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		171	780	810	971	971	971			
Cellphone Allowance		29	91	95	113	113	113			
Housing Allowances										
Other benefits and allowances		349	510	591	534	534	534			
Board Fees		15 422	15 929	15 753	19 057	19 257	19 257	22 662	23 140	25 513
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		20 399	23 863	23 773	26 461	27 626	27 626	25 038	25 679	28 213
% increase	4		17.0%	(0.4%)	11.3%	4.4%		(9.4%)	2.6%	9.9%
Senior Managers of Entities										
Basic Salaries and Wages		57 141	42 926	52 364	61 879	61 891	61 891	65 946	67 556	71 923
Pension and UIF Contributions		4 429	2 647	3 094	3 491	3 501	3 501	3 895	3 829	4 078
Medical Aid Contributions		1 685	890	1 188	1 334	1 336	1 336	1 435	0	1 435
Overtime										
Performance Bonus		3 584	2 678	3 465	4 906	4 886	4 886	5 916	0	5 084
Motor Vehicle Allowance		1 663	2 088	1 905	2 402	2 382	2 382	2 561	0	2 739
Cellphone Allowance		428	286	349	176	178	178	292	1	276
Housing Allowances								11		
Other benefits and allowances		4 405	966	1 254	898	905	905	575	(0)	284
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		73 335	52 481	63 619	75 086	75 079	75 079	80 631	71 385	85 819
% increase	4		(28.4%)	21.2%	18.0%			7.4%	(11.5%)	20.2%
Other Staff of Entities										
Basic Salaries and Wages		2 342 067	2 484 450	2 548 409	2 838 679	2 903 598	2 903 598	3 271 012	3 562 371	3 815 363
Pension and UIF Contributions		304 419	358 337	415 809	494 429	506 949	506 949	527 116	564 862	601 043
Medical Aid Contributions		164 459	201 250	228 797	262 215	268 736	268 736	287 405	307 688	327 348
Overtime		263 924	222 373	220 885	249 209	260 306	260 306	250 953	268 515	284 923
Performance Bonus		33 483	113 374	79 929	116 428	116 608	116 608	110 991	117 533	125 285
Motor Vehicle Allowance		96 860	112 636	152 887	126 887	131 104	131 104	127 223	136 458	144 865
Cellphone Allowance		6 021	12 702	20 238	8 323	8 977	8 977	17 683	19 007	20 111
Housing Allowances		16 115	11 508	58 932	22 865	23 953	23 953	25 924	27 868	29 657
Other benefits and allowances		318 495	425 831	433 243	481 854	486 561	486 561	433 094	434 176	441 160
Payments in lieu of leave		6 859	(714)	9 308	11 781	11 891	11 891	11 612	12 409	13 210
Long service awards										
Post-retirement benefit obligations		2 198	2 205	3 437	1 061	3 740	3 740	3 767	4 096	4 358
Sub Total - Other Staff of Entities		3 554 900	3 943 952	4 171 875	4 613 731	4 722 423	4 722 423	5 066 780	5 454 984	5 807 323
% increase	4		10.9%	5.8%	10.6%	2.4%		7.3%	7.7%	6.5%
Total Municipal Entities		3 648 634	4 020 296	4 259 266	4 715 278	4 825 128	4 825 128	5 172 449	5 552 048	5 921 355
TOTAL SALARY, ALLOWANCES & BENEFITS		8 186 189	8 916 006	9 527 734	10 618 104	10 776 108	10 776 108	11 966 437	13 456 577	14 575 883
% increase	4		8.9%	6.9%	11.4%	1.5%		11.0%	12.5%	8.3%
TOTAL MANAGERS AND STAFF	5	8 045 151	8 764 644	9 370 075	10 437 944	10 594 783	10 594 783	11 780 708	13 260 552	14 366 422

Gauteng: City Of Tshwane(TSH) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		94 547	101 736	110 900	117 967	118 967	118 967	125 168	131 425	138 785
Pension and UIF Contributions									312	329
Medical Aid Contributions								66	312	329
Motor Vehicle Allowance		73	8	311						
Cellphone Allowance				42				46	312	329
Housing Allowances										
Other benefits and allowances		2 168	2 449	2 487	2 500	2 500	2 500		312	329
Sub Total - Councillors		96 789	104 193	113 740	120 467	121 467	121 467	125 281	132 672	140 102
% increase	4		7.6%	9.2%	5.9%	0.8%		3.1%	5.9%	5.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		50 601	52 579	50 653	59 748	56 225	56 225	17 470	18 676	19 946
Pension and UIF Contributions								11 057	11 696	12 360
Medical Aid Contributions								1 045	1 119	1 197
Overtime								123	130	137
Performance Bonus								2 039	2 155	2 276
Motor Vehicle Allowance		3 445	3 088	3 003				843	864	885
Cellphone Allowance		702	649	577	732	692	692	130	130	130
Housing Allowances								422	446	471
Other benefits and allowances		394	343	508				1 049	1 121	1 197
Payments in lieu of leave								853	911	973
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		55 143	56 660	54 741	60 480	56 917	56 917	35 031	37 248	39 572
% increase	4		2.8%	(3.4%)	10.5%	(5.9%)		(38.5%)	6.3%	6.2%
Other Municipal Staff										
Basic Salaries and Wages		3 752 576	4 106 888	4 714 184	4 894 527	4 926 197	4 926 197	5 227 883	5 645 063	6 024 754
Pension and UIF Contributions		911 275	762 638	913 902	1 171 204	1 348 620	1 348 620	1 025 664	1 096 590	1 171 335
Medical Aid Contributions		341 614	373 454	472 800	417 710	444 610	444 610	493 954	543 349	597 687
Overtime		303 652	305 323	371 580	212 189	307 190	307 190	484 572	514 328	546 732
Performance Bonus		246	356	313	419	19 537	19 537	405 969	434 123	463 807
Motor Vehicle Allowance		282 517	295 622	299 972	334 721	39 969	39 969	309 814	318 021	326 480
Cellphone Allowance		20 324	20 614		22 946	247 262	247 262	15 946	15 986	16 030
Housing Allowances		22 557	25 033	35 179	26 129	426	426	46 066	49 390	52 912
Other benefits and allowances		308 457	277 089	316 656	342 493	332 128	332 128	145 653	155 477	165 841
Payments in lieu of leave								243 136	259 913	277 584
Long service awards				5 516				5 265	5 629	6 012
Post-retirement benefit obligations		200 793	180 404	99 172	203 073	195 073	195 073	287 440	300 857	314 342
Sub Total - Other Municipal Staff		6 144 010	6 347 420	7 229 274	7 625 411	7 861 011	7 861 011	8 691 362	9 338 725	9 963 516
% increase	4		3.3%	13.9%	5.5%	3.1%		10.6%	7.4%	6.7%
Total Parent Municipality		6 295 941	6 508 273	7 397 755	7 806 358	8 039 394	8 039 394	8 851 674	9 508 645	10 143 191
% increase	4		3.4%	13.7%	5.5%	3.0%		10.1%	7.4%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		5 381	3 628	4 407	5 368	4 362	4 362	3 285	3 471	3 667
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		5 381	3 628	4 407	5 368	4 362	4 362	3 285	3 471	3 667
% increase	4		(32.6%)	21.5%	21.8%	(18.7%)		(24.7%)	5.7%	5.7%
Senior Managers of Entities										
Basic Salaries and Wages		13 859	13 030	17 100	27 353	20 647	20 647	14 944	19 625	21 382
Pension and UIF Contributions		515	790	1 919	1 934	1 512	1 512	271	289	321
Medical Aid Contributions		192	512	709	1 233	1 015	1 015	349	372	413
Overtime				1 483						
Performance Bonus		314	336	102	643	480	480			
Motor Vehicle Allowance		1 002	1 727	1 025	3 713	2 991	2 991	746	796	883
Cellphone Allowance		75	80	334	214	163	163			
Housing Allowances		163	175	84	360	293	293			
Other benefits and allowances		231	521	295	601	601	601	311	332	368
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		16 351	17 171	23 050	36 052	27 702	27 702	16 621	21 413	23 367
% increase	4		5.0%	34.2%	56.4%	(23.2%)		(40.0%)	28.8%	9.1%
Other Staff of Entities										
Basic Salaries and Wages		56 856	63 851	73 666	82 127	70 523	70 523	28 867	34 568	37 781
Pension and UIF Contributions		9 101	9 977	10 539	13 760	10 964	10 964	1 176	1 255	1 393
Medical Aid Contributions		7 538	8 741	9 286	10 714	8 906	8 906	996	1 063	1 180
Overtime		2 763	2 956	5 559	2 484	2 309	2 309			
Performance Bonus		3 460	3 460	310	4 875	3 817	3 817			
Motor Vehicle Allowance		5 279	5 279	2 967	6 606	5 013	5 013			
Cellphone Allowance		299	320	2 380	426	316	316			
Housing Allowances		2 635	2 635		3 527	2 667	2 667			
Other benefits and allowances		1 876	2 121	2 184	2 385	2 278	2 278	1 446	1 577	1 739
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		89 807	99 340	106 892	126 903	106 793	106 793	32 485	38 463	42 093
% increase	4		10.6%	7.6%	18.7%	(15.8%)		(69.6%)	18.4%	9.4%
Total Municipal Entities		111 539	120 139	134 348	168 323	138 857	138 857	52 390	63 347	69 127
TOTAL SALARY, ALLOWANCES & BENEFITS		6 407 480	6 628 412	7 532 103	7 974 681	8 178 251	8 178 251	8 904 064	9 571 992	10 212 318
% increase	4		3.4%	13.6%	5.9%	2.6%		8.9%	7.5%	6.7%
TOTAL MANAGERS AND STAFF	5	6 305 311	6 520 591	7 413 957	7 848 847	8 052 423	8 052 423	8 775 499	9 435 849	10 068 548

Kwazulu-Natal: eThekwini(ETH) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		54 978	57 650	60 589	71 169	71 169	71 088	70 530	74 761	79 358
Pension and UIF Contributions		6 154	6 498	6 780	5 156	5 156	5 156	6 653	7 189	7 197
Medical Aid Contributions		4 066	4 430	3 996	3 570	3 570	3 570	3 799	4 000	4 008
Motor Vehicle Allowance		21 472	23 039	24 246	18 844	18 844	18 962	26 286	27 854	29 384
Cellphone Allowance							46	744	788	836
Housing Allowances										
Other benefits and allowances		8 052	9 178	9 723	7 214	7 214	7 214			
Sub Total - Councillors		94 721	100 795	105 334	105 953	105 953	106 035	108 012	114 593	120 782
% increase	4		6.4%	4.5%	0.6%		0.1%	1.9%	6.1%	5.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		15 203	20 233	25 530	22 680	22 680	21 832	22 623	24 072	25 621
Pension and UIF Contributions		1 774	1 956	3 209	1 947	1 947	1 867	1 895	2 027	2 168
Medical Aid Contributions		352	521	620	714	734	647	352	375	402
Overtime										
Performance Bonus		1 099	1 483	1 787	1 302	1 302	1 158	1 515	1 611	1 714
Motor Vehicle Allowance		3 436	4 784	6 984	2 821	2 821	3 191	3 875	4 104	4 340
Cellphone Allowance					104	104	127	130	138	147
Housing Allowances										
Other benefits and allowances		2 151	2 005	3 380	705	705	951	1 134	1 166	1 200
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		24 015	30 983	41 510	30 273	30 293	29 773	31 523	33 493	35 592
% increase	4		29.0%	34.0%	(27.1%)	0.1%	(1.7%)	5.9%	6.2%	6.3%
Other Municipal Staff										
Basic Salaries and Wages		5 021 133	4 883 468	4 994 426	6 132 347	6 116 267	5 924 973	6 817 418	7 306 352	7 812 962
Pension and UIF Contributions		787 363	883 285	1 922 098	1 101 897	1 112 069	1 052 799	1 197 867	1 286 204	1 376 242
Medical Aid Contributions		406 979	453 858		513 644	514 209	489 372	642 982	692 871	741 652
Overtime		368 033	416 438	596 925	486 983	497 608	758 290	562 404	620 687	683 202
Performance Bonus					12 383	12 383	11 310	444	476	509
Motor Vehicle Allowance		179 653	201 581	370 071	277 213	285 399	294 567	323 098	344 801	368 360
Cellphone Allowance		15 629	16 477		19 809	19 809	19 982	20 551	21 987	23 543
Housing Allowances		18 389	18 458	39 388	62 427	62 427	53 358	67 142	72 175	77 266
Other benefits and allowances		68 986	63 376	87 553	90 788	82 771	90 896	101 636	109 134	115 960
Payments in lieu of leave		13 051	15 000	244 619	17 738	17 738	17 774	19 112	20 581	22 185
Long service awards		994	777		767	767	767	805	845	845
Post-retirement benefit obligations		61 773	284 895		150 899	150 899	150 899	161 540	172 942	169 160
Sub Total - Other Municipal Staff		6 941 982	7 237 614	8 255 080	8 866 892	8 872 344	8 864 987	9 915 000	10 649 055	11 391 886
% increase	4		4.3%	14.1%	7.4%	0.1%	(0.1%)	11.8%	7.4%	7.0%
Total Parent Municipality		7 060 719	7 369 391	8 401 924	9 003 118	9 008 590	9 000 795	10 054 535	10 797 141	11 548 261
% increase	4		4.4%	14.0%	7.2%	0.1%	(0.1%)	11.7%	7.4%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		855	486	871	1 026	1 266	1 026	1 087	1 141	1 199
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		855	486	871	1 026	1 266	1 026	1 087	1 141	1 199
% increase	4		(43.1%)	79.2%	17.8%	23.4%	(19.0%)	6.0%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		11 194	11 952	14 454	15 077	16 895	16 896	18 211	19 628	21 641
Pension and UIF Contributions		1 092	1 825	1 382	2 299	1 748	1 794	1 881	2 026	2 181
Medical Aid Contributions		123	315	190	405	218	217	234	252	272
Overtime		42			27					
Performance Bonus			1 239	300	70	419	349	377	407	439
Motor Vehicle Allowance			22							
Cellphone Allowance			57	81	1 234	28	70	75	80	86
Housing Allowances										
Other benefits and allowances		634					390	420	451	
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		13 085	15 410	16 407	19 111	19 307	19 716	21 197	22 844	24 619
% increase	4		17.8%	6.5%	16.5%	1.0%	2.1%	7.5%	7.8%	7.8%
Other Staff of Entities										
Basic Salaries and Wages		84 997	88 252	103 355	116 568	120 355	122 418	131 678	141 783	153 664
Pension and UIF Contributions		8 051	8 488	10 098	10 588	11 444	11 444	12 327	13 276	14 300
Medical Aid Contributions		1 575	1 501	1 511	1 820	1 820	1 820	1 956	2 103	2 261
Overtime		3 431	2 109	3 465	2 496	2 496	2 690	2 893	3 112	3 346
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance			60	64	72	72	72	78	83	90
Housing Allowances										
Other benefits and allowances		2 024	2 869	721	837	837	837	904	976	1 054
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		100 078	103 279	119 214	132 381	137 024	139 281	149 835	161 333	174 715
% increase	4		3.2%	15.4%	11.0%	3.5%	1.6%	7.6%	7.7%	8.3%
Total Municipal Entities		114 018	119 175	136 492	152 517	157 596	160 022	172 120	185 319	200 532
TOTAL SALARY, ALLOWANCES & BENEFITS		7 174 737	7 488 566	8 538 416	9 155 635	9 166 187	9 160 818	10 226 655	10 982 460	11 748 793
% increase	4		4.4%	14.0%	7.2%	0.1%	(0.1%)	11.6%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	7 079 160	7 387 285	8 432 211	9 048 657	9 058 968	9 053 756	10 117 556	10 866 725	11 626 812

Western Cape: Cape Town(CPT) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								138 588	147 597	157 190
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								5 640	6 007	6 397
Housing Allowances										
Other benefits and allowances								11 558	12 309	13 110
Sub Total - Councillors								155 786	165 913	176 697
% increase	4								6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								27 665	29 546	31 496
Pension and UIF Contributions								1 580	1 687	1 798
Medical Aid Contributions								151	161	171
Overtime										
Performance Bonus										
Motor Vehicle Allowance								284	303	324
Cellphone Allowance								184	196	209
Housing Allowances										
Other benefits and allowances								63	69	73
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								29 927	31 962	34 071
% increase	4								6.8%	6.6%
Other Municipal Staff										
Basic Salaries and Wages								8 295 797	8 868 704	9 629 103
Pension and UIF Contributions								1 571 082	1 700 400	1 846 668
Medical Aid Contributions								729 604	793 808	862 074
Overtime								495 298	575 554	677 876
Performance Bonus										
Motor Vehicle Allowance								206 029	223 158	241 667
Cellphone Allowance								17 502	18 950	20 583
Housing Allowances								56 026	60 956	66 199
Other benefits and allowances								227 271	247 665	268 966
Payments in lieu of leave								122 318	133 082	144 527
Long service awards								68 288	74 297	80 686
Post-retirement benefit obligations								231 548	244 348	257 853
Sub Total - Other Municipal Staff								12 020 763	12 940 922	14 096 202
% increase	4								7.7%	8.9%
Total Parent Municipality								12 206 476	13 138 797	14 306 970
% increase	4								7.6%	8.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees								804	856	916
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								804	856	916
% increase	4								6.5%	7.0%
Senior Managers of Entities										
Basic Salaries and Wages								8 603	9 205	9 803
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								8 603	9 205	9 803
% increase	4								7.0%	6.5%
Other Staff of Entities										
Basic Salaries and Wages								80 285	77 840	82 990
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								80 285	77 840	82 990
% increase	4								(3.0%)	6.6%
Total Municipal Entities								89 691	87 901	93 709
TOTAL SALARY, ALLOWANCES & BENEFITS								12 296 168	13 226 698	14 400 679
% increase	4								7.6%	8.9%
TOTAL MANAGERS AND STAFF	5							12 139 577	13 059 929	14 223 066